

# Switzerland

*Women, Business and the Law 2023* (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Zurich). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Switzerland scores 88.1 out of 100**. The overall score for Switzerland is lower than the regional average observed across OECD high-income economies (95.3). Within the OECD high-income region, there are 14 economies that score 100 out of 100.

## Switzerland - Scores for Women, Business and the Law 2023



### Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women’s decisions to work, laws affecting women’s pay, constraints related to marriage, and gender differences in property and inheritance, Switzerland gets a perfect score.

### Areas for Improvement

However, when it comes to laws affecting women’s work after having children, constraints on women starting and running a business, and laws affecting the size of a woman’s pension, Switzerland could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Switzerland is on the indicator measuring laws affecting the size of a woman’s pension (the WBL2023 Pension indicator). To improve on the Pension indicator, Switzerland may wish to consider equalizing the ages at which men and women can retire with full pension benefits, and equalizing the ages at which men and women can retire with partial pension benefits.

### Recent Reforms

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Switzerland are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/switzerland/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Art. 162
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Law on Identity Documents, Arts. 1 and 2; Ordonnance on Identity Documents of February 16, 2010
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	Civil Code, Art. 167
	Does the law prohibit discrimination in employment based on gender?	Yes	Federal Act on Gender Equality, Art. 3
	Is there legislation on sexual harassment in employment?	Yes	Federal Act on Gender Equality, Arts. 4 and 5(3); Civil Code, Art. 328(1)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Federal Act on Gender Equality, Art. 5(3)
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Federal Constitution of the Swiss Confederation, Art. 8; Federal Act on Gender Equality, Art. 13a-i
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil Code, Art. 159(3)
	Can a woman be head of household in the same way as a man?	Yes	Civil Code, Art. 159
	Is there legislation specifically addressing domestic violence?	Yes	Swiss Criminal Code, Arts. 123, 126 and 180; Protection Against Violence Act; Federal Law on the Improvement of the Protection of Victims of Violence
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Arts. 111-116
	Does a woman have the same rights to remarry as a man?	Yes	Civil Code, Arts. 111-116
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Federal Income Compensation Act, Sec. 16b, 16c and 16d
	Does the government pay 100% of maternity leave benefits?	Yes	Federal Income Compensation Act, Sec. 16b
	Is paid leave available to fathers?	Yes	Swiss Code of Obligations, Art. 329g-133
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Swiss Code of Obligations, Sec. 336c(1)(c)
Entrepreneurship	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Civil Code, Art. 201
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 457
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 462
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code, Art. 201
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Arts. 181 and 196-220
Pension	Is the age at which men and women can retire with full pension benefits the same?	No	Federal Act on Old Age and Survivors' Insurance, Art. 21
	Is the age at which men and women can retire with partial pension benefits the same?	No	Federal Act on Old Age and Survivors' Insurance, Art. 40
	Is the mandatory retirement age for men and women the same?	Yes	No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Federal Act on Old Age and Survivors' Insurance, Arts. 29 bis and 29 ter